

## Technical Training Competency 2.5

---

**Competency 2.5** Technical training personnel shall demonstrate a working level knowledge of DOE Standard 1070-94, *Guidelines for Evaluation of Nuclear Facility Training Programs*.

### 1. Supporting Knowledge and/or Skills

- a. State and describe the purpose and applicability of the standard.
- b. Describe the evaluation process indicated in the standard including evaluation methods, evaluation frequency, and the application of a graded approach.
- c. Explain the application of the objectives and criteria.
- d. Explain the process indicated in the standard for reporting and tracking evaluation results.
- e. Using the standard as a reference, describe and discuss the purpose, scope, and applicability of the objectives and criteria.

### 2. Self-Study Activities (corresponding to the intent of the above competency)

Below are two web sites containing many of the references you may need.

Web Sites		
Organization	Site Location	Notes
Department of Energy	<a href="http://wastenot.inel.gov/cted/stdguido.html">http://wastenot.inel.gov/cted/stdguido.html</a>	DOE Standards, Guides, and Orders
U.S. House of Representatives	<a href="http://law.house.gov/cfr.htm">http://law.house.gov/cfr.htm</a>	Searchable Code of Federal Regulations

**Read** page 1 of DOE-STD-1070-94, *Guidelines for Evaluation of Nuclear Facility Training Programs*.

**Read** pages 7 through 12 of DOE-STD-1070-94, *Guidelines for Evaluation of Nuclear Facility Training Programs*.

EXERCISE 2.5-A Describe the benefits of evaluations of training programs at nuclear facilities.

## Technical Training Competency 2.5

---

EXERCISE 2.5-B What is the primary question that the evaluator should ask about the training program that relates to this standard?

EXERCISE 2.5-C How often should a nuclear facilities training program be evaluated to determine the effectiveness and efficiency of the training system in providing a knowledgeable and skilled work force to support safe and efficient facility operations?

EXERCISE 2.5-D What should determine the requirements and level of detail and structure associated with establishing a systematic approach to training?

**Read** pages 12 through 13, DOE-STD-1070-94, *Guidelines for Evaluation of Nuclear Facility Training Programs*.

EXERCISE 2.5-E What do the objectives and criteria for an evaluation of a training program describe?

**Read** pages 14 through 16, DOE-STD-1070-94, *Guidelines for Evaluation of Nuclear Facility Training Programs*.

EXERCISE 2.5-F Briefly describe the process for performing the evaluation, recording notes, creating the report, and tracking the corrective actions.

EXERCISE 2.5-G In considering findings of an evaluation, what should be reported to the contractor management immediately?

EXERCISE 2.5-H The “Conclusions” section of a report must reflect what initial parts of the evaluation?

EXERCISE 2.5-I What should the Corrective Action Plan of the contractor address?

**Review** pages 19 through 21, DOE-STD-1070-94, *Guidelines for Evaluation of Nuclear Facility Training Programs*.

EXERCISE 2.5-J Using the standard, discuss the purpose and scope of the objectives and criteria for an evaluation.

## Technical Training Competency 2.5

---

### 3. Summary

DOE *Guidelines for Evaluation of Nuclear Facility Training Programs* establishes a single set of objectives for the evaluation of training programs developed to meet the requirements of DOE Orders 5480.18A and 5480.20, and other directives that address training and qualification. It should be used in conjunction with other regulations, policies, or directives that require the evaluation of training and qualification programs.

### 4. Exercise Solutions

EXERCISE 2.5-A Describe the benefits of evaluations of training programs at nuclear facilities.

ANSWER 2.5-A Evaluations of training programs are conducted to provide reasonable assurance that programs are producing competent employees who are capable of performing their jobs safely and efficiently, resulting in increased productivity, increased worker and facility safety, and decreased costs of operations.

EXERCISE 2.5-B What is the primary question that the evaluator should ask about the training program that relates to this standard?

ANSWER 2.5-B Does the program produce competent employees capable of performing their jobs safely and efficiently?

EXERCISE 2.5-C How often should a nuclear facilities training program be evaluated to determine the effectiveness and efficiency of the training system in providing a knowledgeable and skilled work force to support safe and efficient facility operations?

ANSWER 2.5-C Training program evaluations should be conducted as part of the environment, safety, and health appraisal program and contractor internal review program AND when significant changes occur in training needs, personnel performance deficiencies are noted, or indicators show a significant performance degradation. The effectiveness and efficiency of the training program should be evaluated every three years.

## Technical Training Competency 2.5

---

EXERCISE 2.5-D    What should determine the requirements and level of detail and structure associated with establishing a systematic approach to training?

ANSWER 2.5-D    The approach should consider the hazard potential and complexity of the facility.

EXERCISE 2.5-E    What do the objectives and criteria for an evaluation of a training program describe?

ANSWER 2.5-E    They describe the expected results of an effective, well-managed training program.

EXERCISE 2.5-F    Briefly describe the process for performing the evaluation, recording notes, creating the report, and tracking the corrective actions.

ANSWER 2.5-F    The evaluator records field notes during the evaluation, using the problem, reason, example, proposal (PREP) method to document concerns as well as program strengths. A report is created to provide the contractor management with the findings and recommendations. The contractor then creates a Corrective Action Plan addressing the recommendations from the DOE organization. If accepted, the field organization should monitor the progress and verify completion of all action items.

EXERCISE 2.5-G    In considering findings of an evaluation, what should be reported to the contractor management immediately?

ANSWER 2.5-G    Any safety violations should be reported immediately.

EXERCISE 2.5-H    The “Conclusions” section of a report must reflect what initial parts of the evaluation?

ANSWER 2.5-H    The objective(s) and criteria for the evaluation.

## **Technical Training Competency 2.5**

---

EXERCISE 2.5-I      What should the Corrective Action Plan of the contractor address?

ANSWER 2.5-I      The plan should address the schedule and actions that will be taken to resolve the findings.